

## Douglas, Morgan

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**From:** Nicholson, Jennifer  
**Sent:** September 10, 2019 12:53 PM  
**To:** Rea, Silvia  
**Cc:** Stergulc, Marko; Dwyne, Erin; Dalton, Darryl; Belisle, Cynthia  
**Subject:** Selection Decision

Please see below the selection decision.

As the size of the pool is so large within our region, we selected asset qualification #19 - Recent and significant experience in the interpretation and enforcement of legislation administered by the Canada Border Services Agency, and pulled top down for candidates based on an average for their SJT-PRO and MCA-SUP scores for interviews. Once the interview process was completed, for those selected, the score of their average on the SJT-PRO and MAC-SUP was added to their score on the interview, to provided a cumulative total.

At this point, we would like to ensure we use the completed interviews have some weight in identifying the proper candidates, as having the “right-fit” managers in these positions is important to us. We work in a very high-stress environment and we need managers that have the right people skills. We are applying a top down to ensure fairness and transparency with the process. Given the large size of the pool, it is difficult to ensure that employees have been given the same opportunities to demonstrate their skills. Additionally, we are not confident at this point that PSPM process was consistently applied throughout the region. So therefore, a name selection is not appropriate at this time for fairness.

Jennifer Nicholson

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## **Selection Decision**

Type of Staffing Action: **Advertised Indeterminate Appointment**

Selection Process: **2018-IA-OPS-FB\_05-192**

Position Title: **Superintendent**

Group & Level: **FB-05**

Appointee: **Melanie Iannitelli**

### **Selection Decision and Choice of Process**

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The selection of Melanie Iannitelli for this advertised indeterminate appointment is based on merit as evidenced by her being assessed against the merit criteria of the above-noted selection process, being found qualified and as a result of meeting merit, being therefore placed in the fully assessed pool of successful candidates.

The candidate was selected based on the top-down list of overall scores. The top-down process was utilized to ensure fairness and transparency within the process. Melanie Iannitelli was offered a full-time conditional appointment which was subject to meeting the conditions of a valid CBSA Duty Firearms Certification (DFC) and a valid Standard First Aid Certificate. As she has been successful in meeting these conditions, an indeterminate appointment can now be offered.

Melanie Iannitelli is a substantive Border Services Officer at OPOD and has been an A/Superintendent at POD since November 23, 2020. Her indeterminate appointment will allow us to benefit from her developing skills and knowledge.

This staffing action is required in order to backfill one of POD's numerous vacant FB-05 positions.

Approved By:

Erin Dwyne

Chief of Operations, Passenger Operations District

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Dec 17, 2020